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ABSTRACT

The accomplishments of the Educational Cooperative Service Unit of the Metropolitan Twin Cities Area (Minnesota) are described. The unit serves a seven-county metropolitan area, 13 associate member agencies, and 48 member public school districts and provides effective programs for school and educational personnel. During the 1985-86 school year, staff development programs and activities in the areas of issues management, special education, gifted education, leadership development, instructional improvement, and educational effectiveness were provided. Significant accomplishments included: expansion of the Metropolitan Principal's Academy; refinement of the Minnesota Educational Effectiveness Program; increased involvement in student programs, including the Mentor Connection, Young Inventors Fair, Spelling Bee, and Knowledge Bowl; and a succession of other staff development and program activities. Information resources were also expanded during the year, and networks for staff development and trainers showed increased participation. (CB)

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1985-86 ANNUAL REPORT
EDUCATIONAL COOPERATIVE SERVICE UNIT OF THE METROPOLITAN TWIN CITIES AREA

U.S. DEPARTMENT OF EDUCATION
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Message From the Executive Director

Our goal has been to provide quality programs to the 48 member public school districts in the seven-county metropolitan area and our 13 associate member agencies.

Delivery of services to local district personnel has consisted of providing staff development programs and activities in the areas of issues management, special education, gifted education, leadership development, instructional improvement, and educational effectiveness.

Significant accomplishments include:

1) the expansion of the Metropolitan Principals' Academy
2) the refinement of the Minnesota Educational Effectiveness Program
3) increased involvement in our student programs -- the Mentor Connection, Young Inventors Fair, Spelling Bee, and Knowledge Bowl
4) and the success of our CSPD staff development and E/BD program activities.

In addition, our information resources were expanded -- the resource library acquired more materials, ECSU newsletters had greater distribution, and our staff development and trainer networks showed increased participation.

More specific detail on these cooperative programs and services can be found in this Annual Report. We encourage your perusal of it and would appreciate your comments as we move forward into serving you more effectively during the 1986-87 school year.

Dr. Gerald G. Mansergh
Executive Director
August, 1986

Legislature Established ECSUs

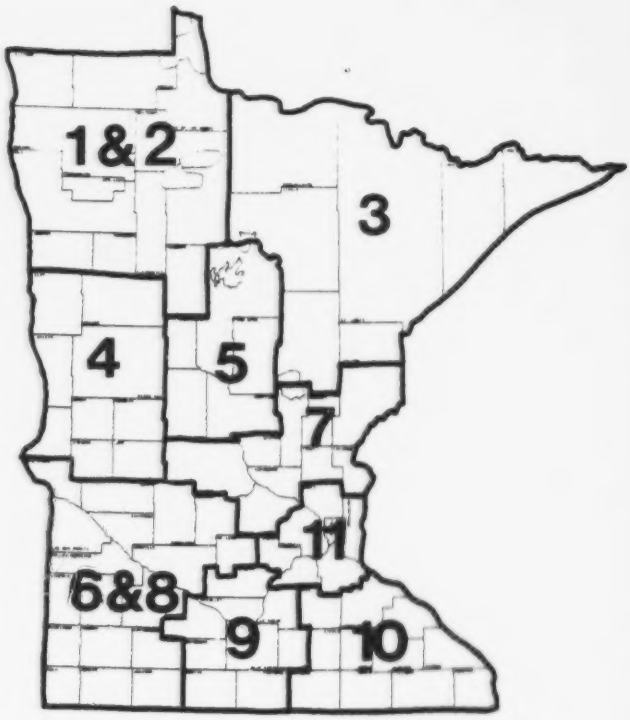
Escalating educational costs provided the initial incentive needed to develop cooperative educational programs and services. Formal cooperative efforts by Minnesota school districts began as early as 1967. To meet common needs in a cost-effective manner, Educational Research and Development Councils (ERDCs) were formed by school districts in several regions of the state. Federal Elementary Secondary Education (ESEA), Title III, and local district funds supported the ERDCs.

Attempts in the early 1970s to enact legislation establishing a system of Minnesota Educational Service Areas failed. In 1973, the Legislature authorized the establishment of a pilot Educational Service Area in southwest and west central Minnesota. A bill establishing 10 regional units to be called Educational Cooperative Service Units was passed in February of 1976.

The boundaries of the 10 designated ECSUs coincided with the governor's planning regions. However, development regions 1 and 2 were established in the law as a single ECSU, and regions 6 and 8 were combined to form a single ECSU which resulted in nine ECSU regions to serve the state.

The ECSUs were charged with providing educational planning on a regional basis and assisting in meeting specific educational needs of children in participating school districts which could be better provided by an ECSU than by the districts themselves.

Representatives from 49 school districts in the metro area established the Educational Cooperative Service Unit of the Metropolitan Twin Cities Area in May, 1976.. The Metro ECSU was organized to serve the public school districts in state development region 11 through the cooperative efforts of its predecessor, the ERDC of the Twin Cities.



Regions 1 & 2, Northwest ECSU
Thief River Falls

Region 3, Northeast ECSU
Virginia

Region 4, West Central ECSU
Fergus Falls

Region 5, ECSU 5
Staples

Regions 6 & 8, Southwest & West Central ECSU
Marshall

Region 7, Central ECSU
St. Cloud

Region 9, South Central ECSU
Mankato

Region 10, Southeast ECSU
Rochester

Region 11, Metropolitan ECSU
Minneapolis

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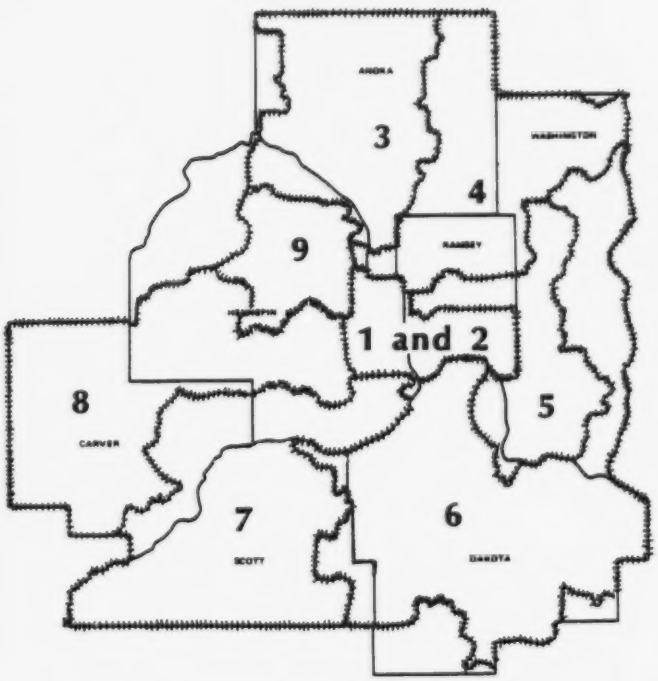
Contrasts Reflected in Region 11

Organized to serve the school districts in the seven-county metropolitan Twin Cities area, ECSU Region 11 includes the following counties: Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, and Washington. The metro area covers 3,000 square miles--560 square miles are urbanized with the remainder rural or farm land. The region contains large cities, small towns, and open farmland. It is an area characterized by high-quality educational systems, rich cultural opportunities, an extensive network of parks, and a diversified economy.

The estimated population of the metro area is just over two million people. Region 11 student enrollment for 1985-86, based on October 1, 1985 local district reports, totaled 324,243 pupils, an increase of 2,880 over the previous year. School districts vary in size from Minneapolis, with 38,483, to Randolph, with 360 pupils.



(Numbers denote nine electoral districts)

Membership

Regional planning and liaison with other educational agencies is available to all 48 member public school districts in the metro area through the ECSU. One hundred percent membership was attained again this year as every district paid a fee to become active members for general services. The 1985-86 membership fee for general services was $500 plus $.30 per pupil, not to exceed $4500 per district.

Associate membership is available to non-public schools within the region and to public school districts out of the region for an additional 10% charge. Intermediate District/College associate membership fee is $550. New member, Blue Earth, joins with Buffalo; Cannon Falls; Carver-Scott Cooperative; College of Education, U. of M.; Elk River; Metro II; Moorhead; North Branch; Northfield; Special Districts #287, #916, and #917; TIES; and Torah Academy in associate membership.

Representative Assembly Governs

School board members representing each district in the metro area govern the Metro ECSU through the Representative Assembly. Associate member representatives are non-voting participants of the Representative Assembly. Bylaws, adopted at the first Representative Assembly meeting September 6, 1976 (amended May 22, 1985 and May 21, 1986) formally established membership, participation, governance policies and outlined organizational procedures and financial support bases for the organization.

The Representative Assembly is responsible for the overall maintenance and operation of the Unit. It elects an Executive Committee representing nine electoral districts created on a geographic basis with student population as an equalizing factor. This subregional structure is reviewed every three years to determine if student shifts have occurred. Following a study of October, 1985 enrollment data, the Executive Committee approved the following changes: Anoka-Hennepin allocated one seat in E.D. 3; Fridley, St. Francis, and Spring Lake Park shifted to E.D. 4; Stillwater shifted to E.D. 5; and Brooklyn Center shifted to E.D. 9. The number of students and districts in each electoral district were made more equal by these changes.

E.D. 1	Minneapolis	Judy Farmer
2	St. Paul	Eleanor Weber
3	Anoka-Hennepin	Susan Anderson
	Fridley	Joe Lapinski
	St. Francis	Sharon Beckes
	Spring Lake Park	Edward Knalson
4	Brooklyn Center	Ralph Van Beusekom
	Centennial	Joanne Pankratz
	Columbia Heights	Mona Tatting
	Forest Lake	Sandra Neuenfeldt
	Mounds View	Gary Thorn
	St. Anthony-New Brighton	Julia Bjorklund
	White Bear Lake	Dorothy Rippie
5	Inver Grove Heights	Virginia Ecker
	Mahtomedi	Lael Ramaley
	No. St. Paul-Maplewood-Oakdale	Marilyn Vars
	So. St. Paul	Margaret Hall
	So. Washington Cty.	Carlo Montgomery
6	Burnsville	Vivian Gossett
	Farmington	Robert Shirley
	Hastings	Terry Flower
	Lakeville	Sharon Thompson
	Randolph	James Bassett
	Rosemount	Beverly Albee
	Stillwater	Karen Rose
	West St. Paul	Mary Andler
7	Belle Plaine	Roger Delgehausen
	Bloomington	Judi Haberstick
	Chaska	Joe Betz
	Eden Prairie	Darlene Wegner
	Jordan	Doreen Wilson
	New Prague	Roman Dorzinski
	Prior Lake	Mary Bettner
	Richfield	Richard Carlson
	Shakopee	Janet Wendt
E.D. 8	Edina	George Hite
	Hopkins	Richard Allendorf
	Minnetonka	Mary Hageman
	Norwood	Yvonne Dammann
	Orono	Don Anderson
	St. Louis Park	Sue Knauer
	Waconia	John Zimmerman
	Watertown-Mayer	Wayne Hubin
	Westonka	Bill Goblirsch
9	Osseo	Brian Danielson
	Robbinsdale	Patricia Norby
	Wayzata	Howard Casmey

Associate Members

JISD #916	Ron Stenstrom
JISD #917	John Morris
JISD #287	Judith Betty
Metro II	Eleanor Weber
TIES	Thomas Halvorson
Buffalo	Sheridan Skeen
Blue Earth	Jim Whitney
Cannon Falls	Larry Olson
College of Ed. - U. of M.	William Gardner
Elk River	Roberta Takle
Moorhead	Michael Hulett
North Branch	James Walker
Northfield	Jane McWilliams
Torah Academy	Jane Moncharsh

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Information Session Held for Board Members and School Personnel

Current ECSU services and activities were detailed for school board members and school personnel at an information session held in November at the ECSU office. Small-group information sessions on the following programs were offered: The Gifted Center, Mentor Connection, Center for Educational Excellence, Carver-Scott Satellite Project, Metropolitan Principals' Academy, Emotional/Behavior Disorders Project, Comprehensive System for Personnel Development, Regional Programs, and Futures Planning. The small-group sessions led by ECSU staff were attended by 25 participants representing 19 districts. Attendees found the sessions very helpful and informative.

Demographic Comparisons for Minnesota Addressed at 11th Annual Meeting

"Minnesota Schools lead the nation in at least 10 ways," reported Harold Hodgkinson, Senior Fellow for the American Council on Education. Attendees at the 11th Annual Meeting of the Representative Assembly were stimulated by demographic comparisons for Minnesota presented by Hodgkinson.

The meeting was held at the Campus Club, University of Minnesota. Dinner music was provided by pianist Thomas Swenson, a student at White Bear Lake High School. Following dinner, the annual business meeting was conducted. The following school board members were elected to the Executive Committee: Susan Anderson, Anoka-Hennepin; Brian Danielson, Osseo; Kathy Mackdanz, Minneapolis; and Lael Ramaley, Mahtomedi. Other business included approval of the 1986-87 Directions, Goals and Objectives, membership fee structure, and annual budget. Judy Farmer, Minneapolis, was presented a certificate of appreciation for her service to the Executive Committee from March, 1982 through February, 1986.

Dinner music was provided by Thomas Swenson, White Bear Lake student.

Harold Hodgkinson presented demographic comparisons.

Executive Committee Directs Management

Elected from the membership of the Representative Assembly, the Executive Committee exercises the powers and performs the duties delegated by the Assembly through annual and special meetings and by Minnesota Statute 123.58. Monthly meetings were held during the past year to oversee the management of the organization. Finance, personnel, and organizational structure subcommittees were formed to advise the total committee on these topics.

Front row: Danielson, Albee, Mansergh, Mackdanz, Huber
Back row: Zimmerman, Anderson, Delgehausen, Ramaley, Larson, Rippie

Not pictured: Lapinski, Weber

Chairperson
Beverly Albee, Electoral District 6, Rosemount

Vice Chairperson
Judy Farmer, Electoral District 1, Minneapolis
(resigned 2/12/86)

Clerk
Lael Ramaley, Electoral District 5, Mahtomedi

Treasurer
Roger Delgehausen, Electoral District 7, Belle Plaine

Directors
Brian Danielson, Electoral District 9, Osseo

Joe Lapinski, Electoral District 3, Fridley

Kathy Mackdanz, Electoral District 1, Minneapolis

Dorothy Rippie, Electoral District 4, White Bear Lake

Eleanor Weber, Electoral District 2, St. Paul

John Zimmerman, Electoral District 8, Waconia

Ex-Officio Members
Leila Anderson, Electoral District 7, Superintendent, Bloomington

Chris Huber, Electoral District 3, Superintendent, Spring Lake Park

Lowell Larson, Electoral District 7, Superintendent, Richfield

Gerald Mansergh, Executive Director

Advisory Groups Assist in Goal Attainment

Attainment of the organization's general goals is aided by the involvement of school district and community participation in two major advisory groups -- the Advisory Council and the Planning and Services Commission. School board members, other citizens, superintendents, central office personnel, principals, and teachers are represented in these groups. All 48 districts and associate member agencies are represented on the advisory groups at least once. Districts with a student population exceeding 16,000 are entitled to an additional representative. Members are appointed by the Executive Committee based on recommendations made by the superintendent and Representative Assembly member from each school district.

Advisory Council Offers Advice and Counsel

The Advisory Council reaffirmed its primary mission, which is to provide advice and counsel to the Executive Committee regarding long-range policy and planning. In addition, the Council is asked to examine trends which may have a future impact on education in the metro area and to identify key educational issues of the future.

In fulfilling its advisory role, the Council reviewed the 1986-87 Annual Plan, developed by the staff and approved by the Planning and Services Commission. ECSU direction statements, goals and objectives, plus the results of a PSC needs assessment were embodied in the plan.

The Council also reviewed a draft of the "Strategic Plan/Vision for Public Education in Minnesota" as presented by Will Antell, Director of Policy Research for the State Department of Education. Additionally, they examined the results of "1985 Minnesota Citizen Opinions on Public Education and Educational Policies" as presented by Will Craig and Tom Peak, Center for Urban and Regional Affairs, University of Minnesota.

E.D.	3	Anoka-Hennepin	Kathleen Jorissen Staff Dev. Coord.
	7	Bloomington	Doris Frace Dir., Voc. Programs
	7	Chaska	Charles Achter Principal
	4	Columbia Heights	Julie Archer-Kath Teacher
	7	Eden Prairie	Curt Connaughty Asst. Principal
	8	Edina	Armi Nelson Coord., Dist. Info. & Programs
	6	Farmington	Rita Aksamit School Board
	4	Forest Lake	Jerry Brynildson Superintendent
	5	Mahtomedi	Michael Weber School Board
	1	Minneapolis	Mary Schepman Principal on Spec. Assign., Asst. to Supt. of Operations
	8	Minnetonka	Paul Tesarek Citizen
	4	Mounds View	* Muffy Tiede Dir. of Curr. & Staff Development
	7	New Prague	Charles Kinn Superintendent
	5	No. St. Paul-Maplewood-Oakdale	Judie Desch Citizen
	9	Osseo	Dennis Skinner Coord. of Curr. & Staff Development
	6	Robbinsdale	George Scarbrough Dir. of Secondary Ed.
	8	St. Louis Park	Deborah Meininger Tech. Demo. Site Dir./ Project '85 Coord.
	5	South Washington County	Carlo Montgomery School Board
	8	Waconia	Al Frazier Superintendent
	8	Watertown-Mayer	Gary Thompson Superintendent
	4	White Bear Lake	Lois Erickson Principal
		College of Education University of Minnesota	Charles Sederberg Dir., Center for Ed. Policy Studies
		JISD #916	Jan Triplett Instructor of TMR

* Chairperson

Programs and Services Identified by PSC

The primary charge to the Planning and Services Commission is to identify needs to be addressed by ECSU programs and services.

In October, 1985, Planning and Services Commission members determined that, in order to fulfill the charge of the Commission, members of the PSC should assess their districts' needs in relationsnip to nine direction statements developed by the Advisory Council. In response to the Commission's request, ECSU staff developed a framework for PSC members to use in gathering information from staff within their districts.

The needs assessment that was distributed to PSC members was completed by 16 districts. The information gathered through this needs assessment was used in establishing a priority list of common needs for the region and in developing the Annual Plan for 1986-87.

E.D. 3	Anoka-Hennepin	Jerry Lerom Effective Schools Administrator
7	Belle Plaine	Lowell Hoffman Principal
4	Brooklyn Center	Ric Dressen Assoc. Principal
6	Burnsville	Bob Scheuble Dir. of Planning & Info. Systems
4	Centennial	Joanne Anderson School Board
3	Fridley	Roger Schmaus Dir. of Bus. Affairs
6	Hastings	Richard Larson Dir. of General Services
8	Hopkins	Don Sension Coord. Eval., Res., & Information Serv.
5	Inver Grove Heights	Jack Holm Asst. to Supt.
7	Jordan	Gordon Madsen School Board
6	Lakeville	Sharon Thompson School Board
1	Minneapolis	JoAnn Heryla Planning Coord.
8	Norwood-Young America	Yvonne Dammann School Board
8	Orono	Kay Sause Teacher & Gifted Project Coord.
9	Osseo	Milt Ojala Dir. of Instr. Support Serv.
7	Richfield	* Dennis Laingen Dir. of Curr. & Instruction
6	Rosemount	Dave Winans Dir. of Curr. & Instruction
5	Roseville	Rosemary Schneiderhan Asst. to Supt.
4	St. Anthony-New Brighton	Arnie Ness Superintendent
3	St. Francis	Darrell Nelson Principal
2	St. Paul	Erma McGuire Assoc. Supt.
7	Shakopee	Virgil Mears Asst. Supt.
5	So. St. Paul	Karen Ferguson Principal
3	Spring Lake Park	Judy Strickler Dir. of Curr. & Instruction
6	Stillwater	Mary Jo Weingarten Asst. Supt. of Elementary Ed.
9	Wayzata	Howard Casmey School Board
6	West St. Paul	Jack Loss Asst. Supt., Pers. & Curriculum
8	Westonka	Erwin Stevenson Superintendent
Buffalo		Sheridan Skeen School Board
Carver-Scott Vocational Center		Jim Hinck Director
Elk River		David Flannery Asst. Supt.
JISD #287		Bob Manning Dir. of Special Education
JISD #917		Ted Saunders Supv., Post Sec. Education
Metro II		Lorena Klinnert Manager of Services
North Branch		John Bull Dir., Pers. & Curr.
Northfield		Diane Cirksena Coord. of Curr. & Planning
TIES		Marla Davenport Regional Technology Consultant

* Chairperson

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Goals Provide Direction

The following general goals adopted by the Representative Assembly direct the services and activities of the Metro ECSU:

* To perform educational planning on a regional basis.
* To provide liaison with other governmental and planning agencies.
* To provide educational services which member districts determine can best be provided to local school districts on a cooperative basis.

Subregional Superintendents Meetings Focus on Educational Improvement

Subregional meetings for Metro ECSU superintendents and associate members were held once again this year. The meetings, scheduled in October, December, February, and April focused on critical issues, future directions, and planning of ECSU programs and services.

Guest presentations were made by the following persons:

John Lupomech, Commercial Energy Systems
"Reduction in Energy Consumption and Shared Savings Program"

Dan Loritz and Barry Sullivan, Minnesota State Department of Education
"Legislative Initiatives for the 1986 Session"

Jim Kenney and Mel Hoaglund, Minnesota Coalition for Health Care Costs
"School District Health Plan Issues: A Labor-Management Approach"

Barry Shaffer, Minnesota State Department of Education
"Assurance of Mastery"

The opportunity to focus on ECSU services and to discuss, in small group settings, the concerns and accomplishments of education in the metro area proved to be valuable.

Annual Studies Continue to Serve District Needs

The Annual Studies continued to be one of the most valued services that ECSU offers member districts. For twenty-three years, the reports have provided administrators with current comparative data on class size, finance, and staffing ratios. Informal feedback and needs assessment results have indicated that the Staffing, Class Size, and Finance Studies play an important role in measuring and evaluating district staffing, funding, and spending levels relative to other districts who are either similar in geographic location or in size.

Following the same comparative reporting format as the Metro Annual Finance Study, the ECSU produced a Finance Study under special contract for the districts in central Minnesota. Thirty-two districts located in the Central Minnesota ECSU region (St. Cloud) participated in the study, completed in April, 1986.

MCLP Plans and Shares

Planning and sharing materials and information about school programs that work was the focus of the monthly meetings held by the Multidistrict Consortium for Long-Range Planning. Projects of particular interest to the group were the effective school proposal, cluster training for gifted, and cooperative training for support staff. The consortium, established in 1980, includes Centennial, Columbia Heights, Forest Lake, Fridley, Hastings, Inver Grove Heights, Mahtomedi, Mounds View, North St. Paul/Maplewood/Oakdale, Roseville, St. Anthony/New Brighton, South Washington County, Spring Lake Park, Stillwater, White Bear Lake, and JISD #916.

Futures Planning Focuses on Guiding Change

Small groups discussed future curriculum issues as directed by Shirley McCune.

Assisting districts in how to guide, manage, and direct change that results in positive, constructive outcomes was the basis of the "Guiding Change to the Future" seminar series. The seminars were designed for superintendents, school board members, futures planning teams, staff development personnel, central office staff, and teachers.

The series was launched October 2 with a "Future Trends" seminar led by Shirley McCune, President of Learning Trends, a research and development firm. The overall rating by 66 participants was 4.1 on a scale of 5.0. In addition, McCune presented "Meeting the Future: Curriculum Issues" attended by superintendents, principals, curriculum specialists, and teachers. The 47 participants rated the seminar 3.9, overall.

"Vision vs. Reform: Creating Futures Through Leadership" was presented by Clint Bunke, nationally known consultant, November 25-26. Visionary leadership, how to form a vision with others in the organization, was the focus of this seminar. The overall rating by 22 participants was 4.2.

How to manage change and processes to initiate change within a system were discussed by Richard Schmuck at the "Guiding Organizational Change" seminar January 13. Schmuck is internationally recognized for his research on the school as an organization and for his writings on organizational development. The 41 participants rated the seminar 3.5, overall.

Strategies and practices to institutionalize change were examined in the final seminar, "Institutionalizing Change," addressed by Susan Loucks-Horsley, March 18. Horsley, Director of Research and Development at the NETWORK, Inc., was rated 4.7 overall by the 26 attendees, the highest rating of the series.

Additional futures information was offered through the mind-stretcher lecture, "The Acid Rain Dilemma," by Paul Hoff, Director of Public Information for the Minnesota Pollution Control Agency. The lecture was well received by those in attendance. An effort to establish a Futures Planning Network for district staff responsible for local planning was unsuccessful due to lack of interest.

Interagency Cooperation Provides Variety of Services

Teacher Education Program Developed

A collaborative effort between the University of Minnesota College of Education and the Metro ECSU was awarded funding by the Minnesota Board of Teaching. The Multidistrict Consortium for Long-Range Planning and Metro ECSU staff played an instrumental role in generating the Exemplary Teacher Education Program proposal. An alternative teacher education program for non-teaching degree holders has been developed. Teacher effectiveness research, field testing with beginning teachers, and advice and insights of mentors will provide the base for the program which will take place primarily at school sites.

Forest Lake, St. Paul, and Hopkins/Minnetonka have been selected to work with the University for 18 months. The post-baccalaureate program will be implemented fall quarter, 1987. ECSU has assisted in the project by helping to identify participating school districts and will continue to serve in an advisory capacity.

Gene Anderson, U of M Project Director, explained new program.

Assurance of Mastery Assistance Offered

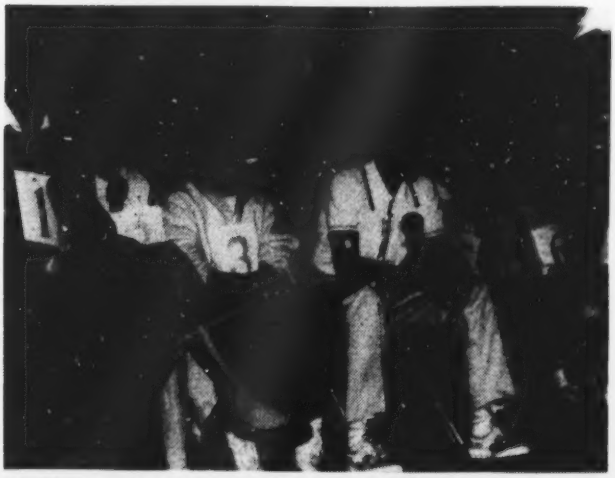
The Metro ECSU was contracted by the State Department of Education to provide regional services related to the Assurance of Mastery legislation. Among the regional services provided were collecting policies adopted by districts in the metro area, planning and participating in an awareness session, and planning and coordinating sub-regional sharing sessions. In the fall, sessions with SDE curriculum consultants will be held to make districts aware of the resources available which can help them comply with assurance of mastery legislation.

School Personnel Trained in High School Follow-up System

Training sessions for districts participating in the Minnesota High School Follow-up System were held at the ECSU on February 24 and March 10. School personnel became acquainted with a system of data collection and reporting using Apple II Plus, IIe, and IIc computers. Upon completion of the workshop, attendees were competent in conducting one, three, or five-year follow-up studies in their local districts on present and former students.

Participating districts received at no cost all necessary forms, procedures guide, Apple program diskette, technical assistance, local reports, and state reports. The workshops were conducted by John Sedey, Director of Occupational Education and Student Services, Mounds View, and Delores Pospesel, Follow-up Specialist, Office of Budget and Informational Services, Minnesota Department of Education.

ECSU Organizes Metro Spelling Bee



Spellers waited to compete at regional meet.

Approximately 200 5th, 6th, 7th, and 8th graders represented 165 public and private schools for a chance to compete in the Minnesota State Spelling Bee. The regional meets, organized by ECSU, and sponsored by the *Minneapolis Star and Tribune*, were held March 1st and 2nd in Minneapolis, North St. Paul, and Edina. Twelve students advanced to the state contest held April 19th at KTCA television studios. The following districts were represented: Bloomington, Burnsville, Edina, Minneapolis, Orono, Robbinsdale, St. Anthony-New Brighton, St. Louis Park, St. Paul, South Washington County, and Minnehaha Academy.

Finance Division Assists Districts in Acquiring Educational Materials

In cooperation with the Vocational Education Office of the State Department of Education, the ECSU acted as collection agency for a group order of "Jazz" computer software. Seven districts purchased software under this project.

Twin Cities Public Television offered a TV series last fall on economic survival in Minnesota. Newspaper tabloids were available as discussion aids. Reimbursement for the cost of the tabloids was processed through the ECSU with funding by Channel 2. Participants in the program included 138 public school districts and 21 private schools or community groups.

Nutrition Education Training funds were available through the SDE for Healthstyle tabloids. Reimbursement to 234 school districts and private schools was handled by the Metro ECSU.

Reading Enriched by TV

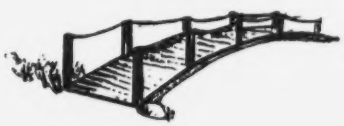
The Reading Enrichment Program, coordinated by ECSU and sponsored by WCCO/CBS Television and International Multifoods, is designed to enable teachers, students, and their families to read and follow dramas broadcast on WCCO TV. The Reading Enrichment Steering Committee reviewed the scripts for "Alice in Wonderland" and "Through the Looking Glass" and determined the scripts were appropriate for upper elementary through adult audiences. The broadcasts were aired December 9 and 10. Forty-three districts, the Archdiocese of Minneapolis and St. Paul, and Blake School participated, requesting 75,019 scripts and 2,569 guides.

E/BD Facilitator Project Expands Training and Resources

A major role of the Emotional/Behavior Disorders Facilitator Project has been to provide quality training and resources for school staff and administration. In its third year, the project focused on the following goals related to E/BD:

* to create an increased school, agency, and community awareness
* to develop quality indicators for E/BD programs
* to assist local education agencies/coops in planning and evaluation
* to facilitate regional/community interagency coordination
* to expand LEA/coop staff development activities
* to develop a regional conference on effective E/BD programs and services
* to expand the resource library
* to develop a communication network with E/BD teachers

Project Bridges the Gap Through Effective Inservice Workshops



"Group Skills for Secondary Staff" -- Trainer Shelley Freeman presented a two-day session for 45 teachers, psychologists, social workers, and counselors on developing groups and group activities. The session was rated 4.5 on a scale of 5.0.

"Teacher Assistance Team" -- James Chalfant conducted a workshop for 70 teachers and administrators interested in developing a problem-solving team for school buildings. The TAT model addresses pre-referral guidelines. The workshop received a 4.7 overall rating.

"Social Skills Secondary" -- Steve Hazel conducted three days of training for 55 teachers, psychologists, social workers, and classroom teachers. Follow-up training was provided to address topics basic to the successful development of a social skills curriculum. The workshop was rated 4.6, overall.

"Social Skills Training of Trainers" -- Steve Hazel worked with six trainers of social skills in developing a three-day workshop for school staff. These trainers are currently training staff within their districts in social skills for secondary students.

"Social Skills Elementary" -- Ellen McGinnis trained 45 elementary teachers, social workers, psychologists, and counselors in methods to instruct students in social skills. Participants rated the workshop 4.3, overall.

"Group Skills Elementary" -- Mary Margaret Kerr trained 53 teachers, psychologists, social workers, and counselors in group development and activities for elementary E/BD teachers. A follow-up session was included in the training. The workshop received a 4.4 overall rating.

"Consultant Skills" -- Doug Smith conducted two workshops on initiating the consultant model in schools for 125 participants. The workshop was rated 4.1, overall.

Project Offers Additional Services

Quality indicators, developed last year for existing E/BD programs in the region, were further refined by Robert McCauley and Dan Skaja. The document was presented to all directors of special education December 13, 1985.

Three issues of *The E/BD Connection* newsletter were sent to over 1,400 professionals.

Educators have found the resource library to be extremely valuable in expanding curriculum, providing inservice training materials, and studying research in E/BD.

One of the highlights of the year was the "E/BD Connection II Conference," held May 7 at Earle Brown Center. Over 55 presenters were involved in the presentations and workshops dealing with assessment, program, services, and curriculum areas. A 4.4 overall rating was given by the 300 participants in attendance.

Gifted Center Supports Education of Gifted Learners

The Gifted Center continues to be a catalyst and support for development of appropriate education for gifted learners. Working with gifted young people, their teachers, metro area administrators, and school board members over the past six years, the Gifted Center has developed and now maintains the following services:

- workshops for administrators, program coordinators, and teachers
- resource and research library
- facilitation of communication among educators of the gifted in the metro area
- direct service programs

Workshops and Conferences

"Educating Able Learners: Programs and Promising Practices"

Results from the Richardson Study, a comprehensive survey and analysis of programs and practices for able learners, was the topic of a seminar held October 7. June Cox, Executive Director of the Gifted Students Institute for Research and Development, Fort Worth, Texas and Director of the Richardson Study, explained the study and its results.

Teachers, coordinators, and administrators from 37 districts attended, along with persons from the Minnesota Legislative Education Committee and the Minnesota Department of Education. Evaluative ratings from 115 participants were all above average. Coordinators of programs for gifted thought the presentation provided new and useful information.

"Reading and Research for Gifted"

Independent study, research, and reading were the focus of two workshops December 11 and 12 led by Nancy Polette, national presenter and author of many books on reading and gifted. The December 11 workshop was directed toward teachers of students in grades 4-8. The 149 teachers and coordinators from 30 districts in attendance gave Polette outstanding evaluations.

The December 12 workshop was attended primarily by teachers at grade levels K-3. Again, teachers and coordinators were most appreciative of the practical, concrete suggestions and materials provided. The 132 participants from 27 districts evaluated Polette as outstanding.

"Intellectual Giftedness in Learning Disabled"

The needs of the gifted underachiever were addressed by Joanne Rand Whitmore, Associate Dean, Kent State University and author of *Intellectual Giftedness in Disabled Persons* on January 23. The 75 participants representing 28 school districts gave above average ratings to the presentation. Interest was expressed in obtaining more information on giftedness and underachievement due to a disability.

"Adapting Curriculum for Gifted in the Heterogeneous Classroom"

A four-session course was led by district teachers and coordinators with expertise in adapting curriculum for gifted. Jackie Saunders, coordinator of gifted programs, Spring Lake Park, led sessions on teaching gifted in the heterogeneous classroom on February 3, 6, 13, and 20. Saunders was assisted by seven cluster teachers from Spring Lake Park. Twenty-four participants from 12 districts attended, giving the workshop superior ratings.

Nancy Polette offered practical suggestions to teachers.

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Workshops and Conferences continued

"Composition and Research Simplified"

Back by popular demand, Thea Holton, media specialist, Oak Grove Elementary School, Bloomington, conducted two workshop series on composition simplified. The workshops, held February 18, March 5, and March 11; and April 8, 15, and 22, provided teachers and coordinators with an effective strategy for teaching research and writing skills. The 45 teachers and coordinators from 11 districts gave both workshops superior ratings.

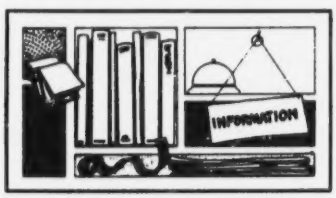
"Cluster Teacher Training"

Ten districts cooperated to plan and deliver inservice workshops for cluster teachers. The districts, with coordination from the Gifted Center, designed a three-level series to prepare and assist teachers to manage cluster classrooms. The project, initiated through the Multidistrict Consortium for Long-Range Planning, will be continued in 1986-87.

The first cooperative workshop sessions were held May 1 and 6. The 83 teachers participated in awareness level learning and activities. Participants were enthused about meeting teachers with similar positions from other districts and learning from each other. An application level series is planned for this group to begin in early fall, 1986.

Resource and Research Library

The resources and research articles in the Gifted Resource Center continue to be used by metro area educators. The Resource Center with its 1,000 titles -- books, periodicals, and audio-visual materials -- circulated 487 pieces during the 1985-86 school year. In addition, an average of two people per week came to the Center to use materials on site. Staff also responded to eight to ten phone requests for information per week.



Communication Facilitator for Educators of the Gifted in the Metro Area

The community of metro area educators of gifted learners has grown tremendously in recent years. There has been a corresponding growth in the desire among educators to share expertise and to explore different issues in gifted education. The Gifted Center has provided the means to help satisfy both these needs over the past year.

A monthly series of "First Friday Forums" was established where coordinators could meet informally to learn about and discuss topics of their own choosing. Coordinators have expressed a desire for more in-depth training and discussion of several topics as a result of the forums. Over the year, teachers and coordinators from 44 districts participated.

The *Magnet* (Metro Area Gifted Network) was published for the first time this year. It lists 353 people in positions which service gifted learners. Through the *Magnet*, personnel in positions of similar responsibility are able to share ideas and problems more easily.

The *Keyliner*, published four times a year by the Gifted Center, is a primary source of regional news and information for metro area educators and parents. This year, *Keyliner* circulation was over 2,400 copies.

a NETWORK for GIFTED YOUTH

Direct Service Programs

Knowledge Bowl

The need for more recognition of students who excel in academics is one reason why Metro ECSU became involved in the Minnesota Knowledge Bowl program this year. Knowledge Bowl is a quiz competition in which teams of high school students from different schools match their knowledge in a variety of academic areas. Eighteen teams from 12 districts participated. The Gifted Center sponsored two subregional meets at Chaska and Apple Valley High Schools in March. April 5, the regional competition was held at Fridley High School. The three winners -- Apple Valley, Chaska, and Prior Lake -- then competed at the state meet on May 7 in Brainerd. Apple Valley placed third in this competition, winning an academic scholarship.

The state Knowledge Bowl program is cosponsored by the Minnesota Academic Excellence Foundation and the Minnesota ECSU Directors Association. Increased participation in the program from schools in the metro area is expected next year.

Mentor Connection

The three-year development phase for Mentor Connection reached completion during 1985-86. A program for high ability, motivated juniors and seniors, it offers students the opportunity to pursue advanced learning by working "one-to-one" with professional people in their chosen field of interest. The 1985-86 student participants represented a variety of interest areas. (Five instructors supervised 104 placements over the course of the school year.) The Mentor Connection is cosponsored by Metro ECSU, the Carver-Scott Cooperative, and the Intermediate School Districts 287, 916, and 917. Metro ECSU administers the program and the other cosponsors provide classroom teachers and class sites. The program development phase has been funded in part by 3M.

MENTOR CONNECTION

The Young Inventors Fair

The Young Inventors Fair program completed its sixth year with more involvement from teachers, students, and professional engineers and inventors than ever before. The year-long program is designed to teach creatively gifted students, grades four through nine, about the inventing process and to encourage them to bring their creative ideas to fruition. Last fall, two workshops for teachers new to inventing were attended by 96 teachers from 29 districts. On January 13 an advanced inventing workshop was conducted by professional inventor Paul Stiller. Seven people from five districts attended. All teacher workshops received superior evaluations.

Student participation grew substantially this year. The number of entries submitted for judging totaled 596, representing 671 students from 24 districts, compared to 339 inventions last year. Twenty engineers and inventors worked with educators to select inventions for display at the Science Museum of Minnesota (SMM.)

The highlight of the program was the Sixth Annual Young Inventors Fair, held at the Science Museum on April 26. The original inventions of 114 young inventors from 20 school districts were displayed. Certificates of recognition were awarded to the participants. Cosponsors of the program include Metro ECSU, SMM, Minnesota Educators of the Gifted and Talented, and Minnesota Council for the Gifted and Talented.

WHAT IF? YOUNG INVENTORS FAIR

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CSPD Receives Strong District Support

The Regional Comprehensive System for Personnel Development (CSPD) received strong district support in its fifth fiscal year. Of the 48 metro area districts and seven affiliate member districts served, 53 districts attended one or more CSPD programs. This represents a participation level of 96%. In addition, educators from the AVTI's, special education cooperatives, and TIES attended one or more CSPD workshops during the year.

Learning Strategies Prove Highly Successful

Three strategies for teaching secondary learning disabled students were presented to over 140 teachers from 28 districts. Awareness of this model began a year ago with an informational overview sponsored by the ECSU. Interest grew as teachers learned strategies in sentence writing, paraphrasing, and word identification and used them throughout the year with students. Many enthusiastic comments were received about the effectiveness of the strategies.

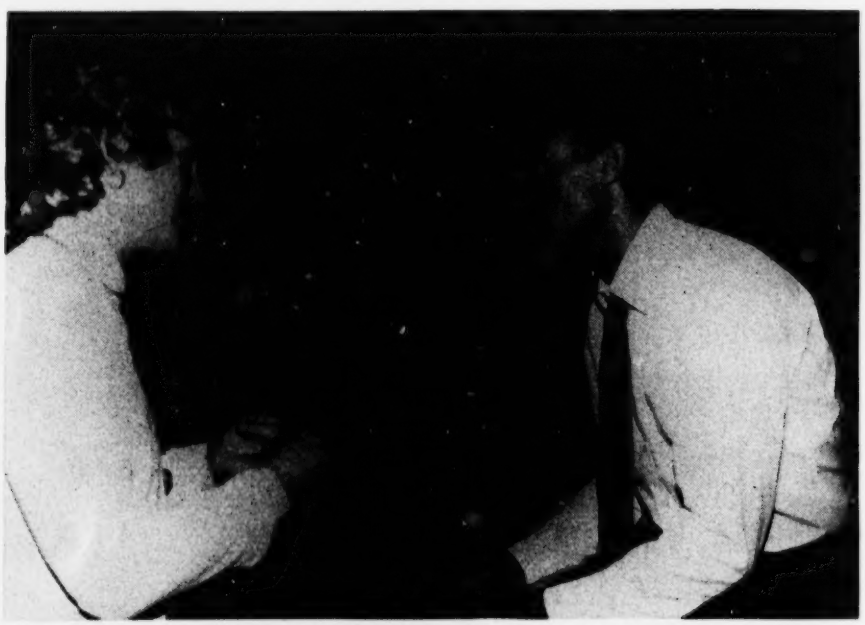
Training was held in August, October, and January. Trainers Ann Hoffman and Conn Thomas did a superb job. These workshops received an average overall evaluation rating of 4.7 on a 5-point scale.

Self-Concept/Behavior Management Seminars Serve Diverse Needs

Corwin Kronenberg's enthusiastic, useful, and entertaining presentations have been extremely well received by teachers, bus drivers, aides, and parents alike. Over 160 bus drivers and bus aides attended two Self-Concept and Behavior Management seminars on October 8 and 22. These workshops received an average overall evaluation rating of 4.9. Kronenberg's September 22 presentation to paraprofessionals and aides, "Self Concept and Behavior Management: You Make a Difference", rated a perfect 5.0 on quality of speaker presentation and overall quality of the workshop.

Lieberman Addresses Special Education Concerns

On October 1, Laurence Lieberman spoke to 102 educators from 31 districts about "Preventing Special Education... for those who don't need it." His delivery was entertaining, provocative, and informative. The overall evaluation rating was 4.7.



Participant discussed special education mainstreaming with Laurence Lieberman.

Paraprofessionals Attend Motivation Workshop

"Motivating the Low-Achieving Student," a workshop on October 14 conducted by Jerry Tomlinson, was attended by 108 paraprofessionals and aides from 27 districts. The program consisted of a presentation by Tomlinson, plus small group discussions led by school psychologists. Paraprofessionals and aides appreciated the opportunity to share their questions and concerns with each other in small groups. The workshop received an overall evaluation rating of 4.1.

Precision Teaching Training Conducted

Since the fall of 1983, interest in Precision Teaching has been high. This year, however, a number of sessions had to be cancelled due to low registrations. Peggy Albrecht-Gayler did an excellent job of conducting training. The 38 participants who came to the October sessions rated the training very high in overall quality and usefulness.

Special Education Teachers Apply Hunter Model

Interest in "The Hunter Model Applied to Special Education" was extremely high. The program filled to capacity, and over 60 names were retained on a waiting list. The training conducted November 18-20 by Fran Mayeski and Sharon Beltzer was a qualified success. About two-thirds of the participants agreed or strongly agreed that the overall quality of the training was excellent; the rest of the participants were less satisfied. Evaluation comments revealed that participants who had not previously been trained in Hunter's Elements were the most satisfied with the training.

To accommodate those on the waiting list. a repeat program for 36 teachers with no previous Hunter training was held April 14-16, 1986. Evaluation ratings on overall quality jumped from 3.8 for the fall program to 4.4 for the spring training.

Educators Learn About Drug Therapies and Assessing Behavior Disorders

"Drug Therapies and Assessing Behavior Disorders" held on December 11 consisted of presentations by Dianne Eberlein and Margaret Getman. Participants were very pleased with the session presented by Eberlein, a highly competent and knowledgeable presenter, who fields audience questions particularly well. The workshop received an overall evaluation rating of 4.2 and was attended by 71 educators from 28 districts.

Learning Styles Workshop Continues in Popularity

CSPD workshops on learning styles have been offered for the past four years. Each workshop has been well attended. This year, Susan Leflar did an excellent job of presenting the two-day workshop, "Teaching to Learning Styles," to 73 educators from 28 districts. The workshop received an overall evaluation rating of 4.8.

Results of small-group sharing were presented by Susan Leflar.

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CEE Promotes Quality Programs

The Center for Educational Excellence was developed by the Metro ECSU in January, 1984 to facilitate and promote regional and multi-district projects related to increasing educational excellence. The scope of the CEE has expanded each year to keep up with current research on educational effectiveness and to meet the needs of member districts. The programs described below reflect characteristics identified in the research as important to creating excellent schools.

The Metropolitan Principals' Academy focuses on the development of the principal as an effective leader; the Minnesota Educational Effectiveness Program centers on the development of school-based improvement plans; the Carver-Scott Satellite Project targets instructional effectiveness and instructional supervision. The general in-service workshops offered through the Center provide opportunities for teachers, administrators, and school support staff to renew or acquire new skills. The Staff Development Network and the Trainers' Network facilitate the sharing of ideas. In addition, the Center offers other regional services which include updating and disseminating school improvement research, developing a resource center, and providing technical assistance on a daily fee basis.

Administrators Value Principals' Academy

Effective, practical, and worthwhile describe the Metropolitan Principals' Academy, according to participants. Established in 1984 as a result of research highlighting the importance of the principal's leadership, the MPA has expanded to ininclude the following 17 districts: Columbia Heights, Edina, Farmington, Forest Lake, Fridley, Minnetonka, North St. Paul-Maplewood-Oakdale, Richfield, Rosemount, Roseville, St. Francis, Shakopee, Spring Lake Park, South St. Paul, Stillwater, Wayzata, and West St. Paul. The program, cooperatively sponsored and funded by the districts, is staffed by the ECSU and governed by an advisory board of central office personnel and principal representatives. The mission is to assist principals in the continual development and renewal of skills and attitudes necessary to be effective leaders.

General Inservice

The general inservice component of the program, open to all administrators, has included the opportunity to participate in eight awareness sessions concentrating on leadership behaviors. A monthly newsletter entitled *The Summit* and additional resource materials on educational issues were distributed. Over 90% of metro area districts have participated in one or more of the awareness sessions.

General inservice sessions stimulated principals.

The sessions were presented by nationally recognized speakers and received very good to excellent ratings. "Alignment: Working Toward a Common Vision," presented by Kathleen Gunderson, stressed that the key to inspired performance is aligning others around a common vision. Empowering others was the focus of "Principal: Hero or Hostage?" attended by over 120 administrators. Consultants Barbara Shipka and Michele Smith discussed the unrealistic and heroic expectations we place on leaders which put them in a hostage position. Clint Bunke conducted a dynamic and informative workshop on "Visionary Leadership: The Person Behind the Profession." Under his direction, 130 administrators were guided in the process of understanding visionary leadership and how it differs from reform management. Jim Bellanca, Director of Illinois Renewal Institute, provided an overview, strategies, and model for developing an ideal school team in "Building the School Team." In "Managing Differences," Peter Krembs explained conflict through discussion of its causes, explored personal beliefs about managing conflict, and provided a working model for dealing more effectively with differences. "Creating a Cohesive School Culture" was effectively presented by Terry Deal, author and international consultant. Aspects of school culture, why it matters, and how to change it were highlighted to the 200 administrators who rated the session as excellent. "The One Minute School Administrator," presented by Dr. Eunice Parisi-Carew, cofounder of Blanchard Training and Development, Inc., was well received by 120 administrators. She effectively led participants in assessing their leadership style, diagnosing situations to determine developmental levels of subordinates, and matching them appropriately. Lyman (Manny) Steil, the nation's expert on listening skills, gave 100 administrators the opportunity to enhance their listening attitudes, behaviors, and skills in "Effective Listening: A Tool for Winners."

Intensive Program

An intensive program element was also offered to MPA members. This group expanded from 26 to 75 administrators this year. New members began with an introductory retreat held at Mt. Olivet Retreat Center. Bob Terry, Director, Reflective Leadership Program, Humphrey Institute, gave the Myers-Briggs Type Indicator to aid in collegial group selection and to better understand the research on effective leadership. Capitalizing on this topic, Tom Ervasti, educational consultant, offered a comprehensive plan for involving all types of people in a participatory manner.

In conjunction with the general inservice awareness sessions, a consultant or ECSU staff member provided a follow-up session for intensive members stressing application of the information. The smaller groups were ideal for discussion and applying concepts to the individual's school setting.

Collegial groups have again been identified as the key component in the Academy's success. Attendance at monthly meetings has been a high priority for members as a result of the professional stimulation and support they receive from one another. Each intensive member was also responsible for developing a personal plan for leadership growth and received support for accomplishing this through the collegial group.

Cragun's Resort is the site of the 1986 Annual Summer Institute open to all intensive members of the MPA. David Dwyer, well-known researcher and lecturer from the Far West Laboratory in San Francisco, will provide information and activities on the role of the principal in the change process.

A recent evaluation of the MPA was returned with the following summary of the program: "This is the most professionally satisfying growth and in-service program that I have been involved in since I have been in education." Plans are being developed for an expanded program for 1986-87.

MEEP Sites Enthused About Program

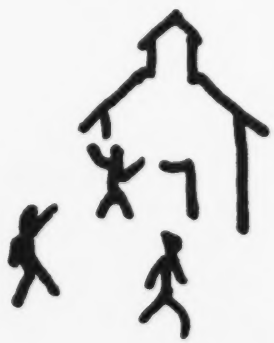
During the 1985-86 school year, four ECSU facilitators assisted 42 metro area sites in developing school improvement plans through the Minnesota Educational Effectiveness Program. Six of the schools were research and development sites in the second year of the program. The remaining sites included 15 elementary schools, 15 middle/junior high schools, and six high schools. Districts represented were Columbia Heights, Eden Prairie, Farmington, Forest Lake, Inver Grove Heights, Mahtomedi, Minneapolis, Minnetonka, Mounds View, New Prague, North St. Paul-Maplewood-Oakdale, Norwood-Young America, Richfield, Roseville, St. Anthony-New Brighton, St. Francis, St. Louis Park, St. Paul, South St. Paul, South Washington County, Stillwater, Wayzata, and Westonka.

Two regional advisory councils were established to ensure input for decision-making and to foster networking. The Northern Council and the Southern Council each had 21 members that met regularly throughout the school year. Following recommendations made by the advisory councils, the facilitators provided regional workshops on Effective Task Forces, Climate, and Team Building. In addition, facilitators conducted inservice training on coaching, group process skills, leadership roles, the research supporting effective schools, and vision-building. Throughout the year, assistance was provided in long-range planning and specific-event planning. The Personal Profile and the Climate Survey were administered along with follow-up sessions for each.

Four issues of *At A Glance*, the regional newsletter on educational effectiveness, were distributed to area superintendents and principals. The newsletters reported on the educational effectiveness program, its research base, current site activities, and additional resources on effective schools.

MEEP staff conducted three subregional awareness sessions to inform metro area schools about the 1986-87 Educational Effectiveness Program. The sessions were well received as 29 new sites were added in the region.

ECSU has not formally evaluated the program. However, the State Department of Education is conducting a comprehensive evaluation of the entire MEEP program. Metro regional facilitators surveyed their schools to determine which of the services provided this year were most highly valued. The highest rankings were received for facilitator planning with leadership teams, advisory council meetings, and the Effective Task Forces workshop. The administration of the Personal Profile and the provision of resources were also valued highly. All schools responding to the survey were very enthusiastic about continuing in the program next year.



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Staff Development Research Provides Base for CSSP

The Carver-Scott Satellite Project, a multi-district satellite program, was designed to provide training and follow-up activities in Elements of Instruction and Clinical Supervision. The project includes teachers and administrators from Cannon Falls, Chaska, New Prague, Prior Lake, Shakopee, Waconia, Watertown-Mayer, Westonka, and the Carver-Scott Cooperative.

The following activities have been completed since August, 1985:

* five three-day Elements of Instruction workshops
* two-day Advanced Elements of Instruction workshop
* follow-up facilitators' training session
* monthly Elements of Instruction follow-up conducted by district facilitators
* monthly Clinical Supervision follow-up for administrators
* monthly one-half day follow-up facilitators' planning and support meeting
* four planning and progress report meetings for CSSP superintendents
* publication of a monthly newsletter for teachers, *The Satellite*, with each issue focusing on a specific principle of learning
* publication of a monthly newsletter for administrators, *Instructional Dialogue*, focusing on Clinical Supervision
* completion and pilot testing of an *Elements of Instruction Follow-up Guide* including complete lessons for conducting teacher follow-up sessions
* revision and refinement of the *Follow-up Guide* in preparation for printing and sales distribution in summer, 1986

The continued success of CSSP can be attributed to the most effective ideas from staff development research: training in a research-based program, opportunities for practice and feedback, and long term follow-up support. The project activities have been well-received and well-attended and will continue next year with the original seven districts.

Staff Development Network: A Vehicle for Sharing Ideas

Monthly meetings of the Staff Development Network were held to discuss issues and topics germane to district staff development coordinators. Topics for this year's network were "Components of Staff Development Programs," "Teacher Effectiveness," "Motivators for Teachers and Staff," "School Climate," "Whole-Mind Learning," "Peer Coaching," and "Clinical Supervision." Resources related to these topics were published in a monthly staff development newsletter, *The Network*.

The format of most network meetings has been a sharing and problem-solving session for members. However, occasionally a guest speaker was featured, such as Laura Ellison from the Clara Barton Open School, who spoke on whole-brain learning. A luncheon in May offered the participants a collegial atmosphere to share their best staff development ideas and to begin planning for next year.

Math and Science Workshops Presented

A series of 12 workshops were offered by the ECSU to 20 districts participating in a Title II math and science block grant. The workshops were attended by 212 teachers and math and science coordinators.

"Problem Solving for Elementary Science Teachers" provided participants with the opportunity to reconstruct experiments in electricity, magnetism, and optics from the 18th century at the Bakken Library. In another problem-solving workshop, elementary math teachers learned to use math manipulatives to enhance instruction. Other workshops designed to increase instructional effectiveness included: "Problem Solving for Secondary Math Teachers: Some Possible Attacks," "Hands-On, Minds-On," and "Hands-On Computer Sessions in Math and Science."

Positive evaluations were received for all the workshops. The following comments were made by attendees: "Going through various problems with other people helped me understand the process our students go through." "Hands-on activities help with retention and application of material."

Sessions planned for the fall of 1986 include: "Problem Solving for Secondary Science Teachers," "Interdisciplinary Approaches to Math and Science," "Problem Solving for the Trainer," and "Teaching Critical Thinking Skills."

Variety of Training Opportunities Offered for District Staff

Responding to the needs of its member districts, the ECSU offered 14 workshops featuring nationally recognized consultants. Topics included instructional effectiveness, staff development, classroom management, supervision, and school public relations.

In the area of instructional effectiveness, 122 teachers benefitted from workshops on "Cooperative Learning," "Elements of Instruction," "Advanced Elements of Instruction," and "Writing as a Reading Activity."

A series of four workshops for 158 trainers provided instruction on "How Adults Learn and Change," "Presentation Skills," "Instructional Coaching," and "Adult Learning Styles." Judy Arin-Krupp, Jim Bellanca, Fran Mayeski, and Judy Olson (all expert presenters) conducted the training.

ECSU's involvement with support staff this year was well received. More than 150 secretaries attended workshops on public relations and writing school newsletters and bulletins.

The need for current methods of supervision was addressed at Erlene Minton's workshop, "Clinical Supervision." Thirty-three administrators and trainers developed skill in observing teachers, providing useful feedback, and evaluating fairly. Hess Dyas of SRI (Selection Research, Inc.) Perceiver Academies directed an awareness session for 25 administrators on the Teacher Perceiver, an interviewing instrument for school administrators.

Two national consultants, Carol Cummings, and Randall Sprick, presented workshops on classroom management. Cummings' workshop, "Time on Task," focused on proactive management techniques. Sprick discussed both proactive and reactive techniques; providing strategies applicable to a variety of students.

Overall evaluations for the workshops were as follows: "Cooperative Learning," 5.0; "Elements of Instruction," 4.7; "Advanced Elements of Instruction," 4.8; "Writing As a Reading Activity," 4.5; "How Adults Learn and Change," 4.8; "presentation Skills," 4.1; "Instructional Coaching," 4.2; "Adult Learning Styles," 4.9; "Public Relations for the School Secretary," 4.5; "Clinical Supervision," 4.8; "Time on Task," 4.9; "Classroom Management," 4.8; "Newsletters and Bulletins," 4.4.

Elementary students participated in Elements of Instruction techniques demonstrated by Heidi Wavinak, trainer.

Elements of Instruction Trainers Exchange Ideas

A Trainers' Network, established in the fall of 1984 following a workshop led by Madeline Hunter, met monthly again this year. Trainers exchanged ideas and concerns, shared materials, and helped one another solve problems. They discussed topics such as adult learning, extended thinking, videotaping, and conferencing. The year's activities were culminated with a day-long session led by Carol Cummings on "Strategies for Elements Trainers." The Network will continue to meet next year, facilitated by ECSU staff and led by participating trainers.

Events and Meetings

July

11 . . . Science/Math Training Meeting
17 . . . Executive Committee Meeting
18 . . . Seminar on Underachieving Gifted
30 . . . MCLP Meeting
31 . . . Staff Retreat

August

1. . . . Staff Retreat
2. . . . Math/Science Needs Assessment Meeting
6-8. . . MPA Summer Institute: New Vision Leadership, Izatys on Lake Mille Lacs
13-14. . Clinical Supervision II, CSSP, Prior Lake
14-16. . The Kansas IRLD Model: Strategies for Teaching Secondary LD Students
15 . . . CSSP Superintendents Meeting
16 . . . MPA Advisory Board Meeting
19-21. . CSSP Elements of Instruction, Shakopee
21 . . . Executive Committee Meeting

September

5-6. . . Special Ed. Management Meeting
9. . . . Post Secondary Options Informational Meeting
10 . . . MPA Introductory Session
Social Skills, Elementary
12 . . . Gifted Center Information Session
13 . . . MPA Advisory Board
Trainers Network
Math/Science Planning Meeting
17 . . . Self-Concept and Behavior Management: You Make a Difference
19 . . . CSSP Follow-up, Chaska
20 . . . Social Skills, Elementary
Classroom Management
22-24. . MPA Introductory Retreat: Mt. Olivet Retreat Center
24 . . . MEEP Advisory Council Meeting
25 . . . Executive Committee Meeting
26 . . . MEEP Advisory Council Meeting

October

1. . . . Preventing Special Education...for those who don't need it
2. . . . Meeting the Future: Curriculum Issues
Future Trends
2-3. . . Social Skills, Secondary
3. . . . CSSP Elements of Instruction, Eden Prairie
2-4. . . Social Skills Training for Trainers
5. . . . First Friday Forum - Gifted
7. . . . Social Skills, Elementary
Educating Able Learners
8. . . . Self-Concept and Behavior Management
CSSP Follow-up Facilitator Training
9. . . . MCLP Meeting
Group Skills, Secondary
9-11 . . The Kansas IRLD Model: Strategies for Teaching Secondary LD Students
10 . . . CSSP Superintendents Meeting
Teacher Assistance Teams
CSSP Elements of Instruction, Eden Prairie
14 . . . Motivating the Low-Achieving Student
14-15. . Adult Learning
16 . . . CSSP Elements of Instruction, Eden Prairie
18 . . . Trainers Network
21 . . . Alignment: Working Toward a Common Vision
22 . . . Behavior Management: An Assertive Approach
Workshop for Teachers New to Teaching Inventing
23 . . . Group Skills, Secondary
Alignment: Working Toward a Common Vision (follow-up)
Executive Committee Meeting
Clinical Supervision
24 . . . Planning & Services Commission Meeting
CSSP Teacher Follow-up/Clinical Supervision
24-25. . Group Skills, Elementary
Clinical Supervision
25 . . . Trainers Network
28 . . . Social Skills, Secondary
Social Skills - Training for Trainers
28-30. . Precision Teaching Teacher Training
29 . . . MEEP Advisory Council Meetings
29-31. . Elements of Instruction

November

1. . . . Decision Making: Using the Data (Precision Teaching Follow-up)
First Friday Forum - Gifted
4-6. . . Elements of Instruction
5. . . . CSSP Follow-up Facilitator Training
7. . . . Staff Development Meeting
8. . . . MPA Advisory Board Meeting
11 . . . MPA Workshop: Principal: Hero or Hostage?
12 . . . Elements of Instruction
13 . . . MPA Workshop and Follow-up: Principal: Hero or Hostage?
Representative Assembly Information Session
14 . . . Public Relations for the School Secretary Workshop
14-15. . MEEP Workshop for Pilot Sites
15 . . . Trainers Network
18 . . . Group Skills, Elementary
Elements of Instruction - CSSP, Waconia
18-20. . The Hunter Model Applied to Special Education
20 . . . Workshop for Teachers New to Teaching Inventing
Executive Committee Meeting
21 . . . Clinical Supervision Follow-up/Teacher Follow-up - CSSP, Prior Lake
21-22. . Instructional Coaching
25 . . . Elements of Instruction - CSSP, Waconia
25-26. . Vision vs. Reform: Creating Futures Through Leadership

Events and Meetings continued

December

2. . . . CSSP - Elements of Instruction, Waconia
3. . . . MEEP Effective Task Forces Workshop, Minneapolis
3-4. . . MPA Workshops and Follow-ups: Visionary Leadership: The Person Behind the Profession
5. . . . Staff Development Meeting
6. . . . MASCD Conference
First Friday Forum - Gifted
9. . . . Subregional Superintendents Meeting
CSSP Follow-up Facilitators Training
10 . . . Planning and Services Commission Meeting
Subregional Superintendents Meeting
11 . . . Drug Therapies and Assessing Behavior Disorders
Independent Study, Research, Self-Directed Learning
MCLP Meeting
Knowledge Bowl Awareness Meeting
12 . . . Special Ed. Managers Meeting
Practical Tips for School Newsletters and Bulletins
Reading and Research for Primary Learners
CSSP Clinical Supervision and Teacher Follow-up
12-13. . Consultant Skills Training
13 . . . Special Ed. Managers Meeting
Trainers Network
MPA Advisory Council
16-17. . Advanced Elements Workshop
17 . . . Advisory Council Meeting
18 . . . Clinical Supervision Workshop
Executive Committee Meeting

January

6. . . . CSSP Follow-up Facilitators Training
7. . . . MEEP Advisory Council
8. . . . The Kansas IRLD Model: Strategies for Teaching Secondary LD Students
MEEP Advisory Council
MCLP Meeting
9. . . . The Kansas IRLD Model: Strategies for Teaching Secondary LD Students
Mentor Connection Open House
10 . . . The Kansas IRLD Model: Strategies for Teaching Secondary LD Students
First Friday Forum - Gifted
MPA Advisory Board Meeting
11 . . . Elements of Instruction - CSSP, Shakopee
13 . . . Consultant Skills Training
Guiding Organizational Change
14 . . . Clinical Supervision Workshop
MPA Workshop: Building the School Team
15 . . . MPA Follow-up: Building the School Team
Elements of Instruction - CSSP, Waconia
16 . . . Presentation Skills
17 . . . Trainers Network
18 . . . Elements of Instruction - CSSP, Shakopee
21 . . . Great Expectations - MEEP Workshop
Composition and Research Simplified Workshop
22 . . . Elements of Instruction - CSSP, Waconia
23 . . . Intellectual Giftedness in Learning Disabled
CSSP Clinical Supervision and Teacher Follow-up - Chaska
Staff Development Meeting
24 . . . Teaching the Underachieving Gifted Learners
25 . . . Elements of Instruction - CSSP, Shakopee
27 . . . Elements of Instruction - CSSP, Waconia
28 . . . MPA Workshop and Follow-up: Managing Differences
Composition and Research Simplified Workshop
29 . . . MEEP Effective Task Forces Workshop, Minneapolis
Executive Committee Meeting
30 . . . CSSP Superintendents Meeting

February

3. . . . Superintendents Subregional Meeting
Adapting Curriculum for Gifted in the Heterogeneous Classroom
CSSP Follow-up Facilitator Training
4. . . . Superintendents Subregional Meeting
5-6. . . Cooperative Learning Workshop
Direct Instruction Workshop
6. . . . Adapting Curriculum Workshop
7. . . . First Friday Forum - Gifted
10 . . . MPA Awareness Session
Mind-Stretcher Lecture
11 . . . MEEP Awareness Session, Eden Prairie
Clinical Supervision Update
12 . . . MEEP Awareness Sessions, So. St. Paul/ Mahtomedi
MCLP Meeting
Executive Committee Meeting
13 . . . Adapting Curriculum Workshop
CSSP Clinical Supervision/Teacher Follow-up
13-19. . Advanced Elements Workshop
14 . . . Trainers Network
18 . . . Composition and Research Simplified Workshop
Planning and Services Commission Meeting
19 . . . WCCO Reading Enrichment Program Meeting
21 . . . Staff Development Meeting
24-25. . The 4MAT System: Teaching to Learning Styles with Right/Left Mode Techniques
25 . . . Composition and Research Simplified
MEEP Effective Task Forces Workshop, Minneapolis
26-27. . Cooperative Learning Workshop

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March

3. . . . CSSP Follow-up Facilitators Training
6. . . . MEEP Advisory Council
7. . . . MEEP Advisory Council
First Friday Forum - Gifted
Knowledge Bowl Subregional Meet
11 . . . MPA Workshop: Creating a Cohesive School Culture
Composition and Research Simplified
12 . . . U of M Teacher Education Program Advisory Council Meeting
14 . . . MPA Advisory Board Meeting
Trainers Network
15 . . . Knowledge Bowl Subregional Meet
17-18. . Math Problem Solving for Secondary Teachers
Adult Learning Styles
18 . . . Institutionalizing Change
19 . . . MPA Follow-up: Creating a Cohesive School Culture
Climate - Minneapolis, principals
19-20. . Math Problem Solving for Elementary Teachers
20 . . . Staff Development Network Meeting
Young Inventors Fair Judging
CSSP Clinical Supervision/Teacher Follow-up
21 . . . Young Inventors Fair Judging
26 . . . Executive Committee Meeting

April

1. . . . CSPD Advisory Committee Meeting
3-4. . . MPA Workshop: The One-Minute School Administrator
4. . . . First Friday Forum - Gifted
5. . . . Knowledge Bowl Regional Meet
7. . . . MPA Advisory Board Meeting
CSSP Follow-up Facilitators Training
8. . . . CSSP Advanced Elements of Instruction, Waconia
Clinical Supervision Update
Composition and Research Simplified
9. . . . MCLP Meeting
10 . . . Writing as a Reading Activity
CSSP Teacher Follow-up
11 . . . Trainers Network
14-16. . The Hunter Model Applied to Special Education
15 . . . Composition and Research Simplified
21 . . . MPA Follow-up: The One-Minute School Administrator
MPA Workshop: Effective Listening: A Tool for Winners
22 . . . Composition and Research Simplified
23 . . . Executive Committee Meeting
24 . . . Superintendents Subregional Meeting
25 . . . Superintendents Subregional Meeting
26 . . . Young Inventors Fair
29 . . . Nutrition Workshop
CSSP Superintendents Meeting
30 . . . Administrators Meeting
MPA Follow-up: Effective Listening: A Tool for Winners

May

1. . . . Cluster Teacher Training: Awareness
2. . . . First Friday Forum - Gifted
5. . . . CSSP Writing Team, Chaska
CSSP Follow-up Facilitators Meeting
6. . . . Cluster Teacher Training: Awareness
MEEP Advisory Councils
7. . . . E/BD Connection II Conference
Time on Task Workshop
State Knowledge Bowl Meet
8. . . . Young Inventors Fair Advisory Committee Meeting
9. . . . Trainers Network: Strategies for Trainers
14 . . . MCLP Meeting
15 . . . CSSP Clinical Supervision and Teacher Follow-up
Staff Development Luncheon
CSSP Teacher Follow-up
21 . . . Executive Committee Meeting
Annual Meeting
22 . . . Mentor Connection Open House

June

4. . . . MEEP Meeting
9. . . . CSPD Advisory Committee Luncheon
11 . . . MCLP Meeting
12 . . . June Jubilee, MEEP Leadership Teams
13 . . . MPA Advisory Board Meeting
26 . . . Executive Committee Meeting

District Participation in ECSU Services

	ALL DISTRICTS	Anoka-Hennepin	Belle Plaine	Bloomington	Brooklyn Center	Burnsville	Centennial	Chaska	Columbia Heights	Eden Prairie	Edina	Farmington	Forest Lake	Fridley	Hastings	Hopkins	Inver Grove Heights	Jordan	Lakeville	Mahtomedi	Minneapolis	Minnetonka	Rounds View
GENERAL SERVICES:																							
Membership	X																						
Cooperative Courier	X																						
High School Follow-up Study Info. Sess.								2	2		2		2			2				1			
WCCO Reading Enrichment Program		X		X	X	X	X	X		X	X		X		X	X	X		X	X	X		X
Spelling Bee				X	X	X	X	X		X	X	X	X	X	X	X	X	X		X	X	X	X
CENTER FOR EDUCATIONAL EXCELLENCE:																							
Training Activities		40		27	4	4	4	12	15	9	19	3	25	9	21	6	10	2	35	5	118	40	55
Trainers' Network			X		X	X				X	X	X	X	X	X	X	X	X				X	X
Regional Awareness on MEEP									X	X		X	X				X			X	X	X	X
AE A Glance	X																						
Staff Development Network	X																						
Technical Assistance		X																			X	X	
CSSP								40															
Suburban Principals' Academy		17	3	8	1	7		8	9	7	21	21	37	20	1	25	1		3	6	21	31	13
E/BD FACILITATOR PROJECT:																							
Planning Assistance				X																			
E/BD Training Activities		18		12	2	4	5	3	2	4	6	4	7	4		20	9		3	2	79	18	3
E/BD Connection II Conference		11	2	5	1	5	6	4	5		2	1	5	6	4	2	4		1	1	25	5	2
GIFTED CENTER:																							
Keyliner	X																						
Inventors Fair		X		X		X	X	X	X		X		X			X					X	X	
Mentor Connection - school year 85-86				X		X	X	X	X	X			X		X	X		X	X	X			X
Workshops		X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
PLANNING AND SERVICES:																							
Annual Studies - Finance	X																						
Staffing	X																						
Class Size	X																						
Futures Planning Activities		3	2	9		2		4	2	1	5		3	2			3	1		1	3	2	1
School Districts Calendar	X																						
Subregional Planning (MCLP)							X		X				X	X	X		X			X			X
SPECIAL ED/REGULAR ED (CSPD) WORKSHOPS:		49	1	11	2	32	1	34	13	1	12	14	18	3	17	16	8	2	24	9	62	34	70
ORGANIZATIONAL REPRESENTATION:																							
Representative Assembly Meetings		1	6	4		5		2	2				3				1		1	2	5	2	1
Subregional Superintendents Meetings	X																						
Planning and Services Commission		X	X		X	X	X							X	X	X	X	X	X		X		
Advisory Council		X		X				X	X	X	X	X	X							X	X	X	X

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	ALL DISTRICTS	New Prague	North St. Paul	Norwood-Young America	Orono	Osseo	Prior Lake	Randolph	Richfield	Robbinsdale	Rosemount	Roseville	St. Anthony	St. Francis	St. Louis Park	St. Paul	Shakopee	So. St. Paul	So. Washington Cty.	Spring Lake Park	Stillwater	Waconia	Watertown-Mayer	Wayzata
GENERAL SERVICES:																								
Membership	X																							
Cooperative Courier	X																							
High School Follow-up Study Info. Sess.			1		3	3			1					2			2			2		2		
WCCO Reading Enrichment Program			X		X	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Spelling Bee		X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X		X
CENTER FOR EDUCATIONAL EXCELLENCE:																								
Training Activities		9	66	3	8	27	36	1	62	17	16	5	22	28	5	32	7	12	73	20	42	9	2	13
Trainers' Network		X				X	X	X	X		X	X		X	X	X			X					
Regional Awareness on MEEP		X	X	X					X			X	X	X	X	X		X	X		X			X
AE A GEance	X																							
Staff Development Network	X																							
Technical Assistance										X				X		X								X
CSSP		4					72										56					46	7	
Suburban Principals' Academy		1	80		4	6	2		29	8	44	62	6	38	10	21	30	31	10	50	53	2		14
E/BD FACILITATOR PROJECT:																								
Planning Assistance																								
E/BD Training Activities		4	12	1	2	19	5		6	12	3	15	1	7	1	16	6	2	8	6	1		4	6
E/BD Connection II Conference		2	5	1	2	11	2		4	12	15		3	2	8	12	5	1	1	2	3		1	2
GIFTED CENTER:																								
Keylinar	X																							
Inventors Fair				X		X			X		X	X		X	X	X			X	X				X
Mentor Connection - school year 85-86		X	X			X	X	X		X	X	X			X		X	X	X			X	X	X
Workshops		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
PLANNING AND SERVICES:																								
Annual Studies - Finance	X																							
Staffing	X																							
Class Size	X																							
Futures Planning Activities		1	1			7			1	2	2		2	1	2	1	1		16	1		4		
School Districts Calendar	X																							
Subregional Planning (MCLP)			X									X	X						X	X	X			
SPECIAL ED/REGULAR ED (CSPD) WORKSHOPS:		3	11	14	17	20	19		22	33	70	16	3	16	10	105	4	11	49	9	6	14	1	21
ORGANIZATIONAL REPRESENTATION:																								
Representative Assembly Meetings			3	3		3			2		4	2				1	4		1	2	2	4		
Subregional Superintendents Meetings	X																							
Planning and Services Commission				X	X	X			X		X	X	X	X		X	X	X		X	X			X
Advisory Council		X	X			X				X					X	X			X			X	X	

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District Participation in ECSU Services continued

	ALL DISTRICTS	West St. Paul	Watonka	White Bear Lake	JISD #287	JISD #916	JISD #917	Metro II	TIES	Blue Earth	Buffalo	Cannon Falls	Carver-Scott Coop.	College of Education	Elk River	Hoorhead	North Branch	Northfield	Torah Academy	Others	
GENERAL SERVICES:																					
Membership	X																				
Cooperative Courier	X																				
High School Follow-up Study Info. Sess.			3									2					2			7	
WCCO Reading Enrichment Program			X	X								X			X		X	X		X	
Spelling Bee		X	X	X															X	X	
CENTER FOR EDUCATIONAL EXCELLENCE:																					
Training Activities		10	11	43	8	1	4		5	6	6	10		2	23	2	5	3		20	
Trainers' Network		X		X	X	X			X		X	X					X			X	
Regional Awareness on MEEP			X																		
At A Glance	X																				
Staff Development Network	X																				
Technical Assistance																				X	
CSSP												17	3								
Suburban Principals' Academy		29	2	42	1	1						1			2		3	3		12	
E/BD FACILITATOR PROJECT:																					
Planning Assistance																				X	
E/BD Training Activities		2	8	13	11	8	8				6				1	3	2	1		23	
E/BD Connection II Conference		2		6	11	3	3					1		1	2			4		40	
GIFTED CENTER:																					
Keylinor	X																				
Inventors Fair		X		X																X	
Mentor Connection - school year 85-86			X	X																	
Workshops		X	X	X	X	X	X				X	X			X	X		X		X	
PLANNING AND SERVICES:																					
Annual Studies - Finance	X																				
Staffing	X																				
Class Size	X																				
Futures Planning Activities				9						1	1	1			1	1	4			6	
School Districts Calendar	X																				
Subregional Planning (MCLP)				X																	
SPECIAL ED/REGULAR ED (CSPD) WORKSHOPS:		7	11	63	4	7	8		1	14					12	22	3	2		11	
ORGANIZATIONAL REPRESENTATION:																					
Representative Assembly Meetings					2		1	1	2		3										
Subregional Superintendents Meetings	X																				
Planning and Services Commission		X	X		X		X	X	X		X		X		X		X	X			
Advisory Council				X		X								X							

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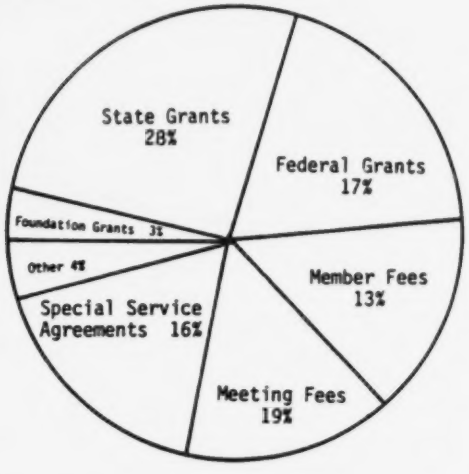
Financial Summary

Source of Revenues $904,606 Total



Distribution of Expenditures $934,589 Total

Revenues for the 1985-86 fiscal year totalled $904,000, up 5% over the budgeted amount. The increase was due to more workshop registration fees being collected than planned. Expenditures for the year totalled $934,000, less than 1% under budget. Workshop expenses (consultant fees and expenses, substitute teacher reimbursement, instructional materials and meeting costs) were 5% over the budgeted amount due to additional workshops offered beyond the planned number. A small savings in salaries and fringes was due to some staff turnover that left positions vacant for a short period and a late year change in health insurance carriers.

Audited financial statements will be available in September.

Staff

Executive Director
Gerald Mansergh

Director of Planning and Services
Patricia Roy

Gifted Education Regional Coordinator
Linda Silrum

Center for Educational Excellence Coordinator
Barbara Elvecrog

Facilitator, Emotional/Behavior Disorders
Dan Skaja

Program Planners - Planning and Services
\# Lorelli Byrne - Metropolitan Principals' Academy
\# Anne Frenchick - CSPD & Information Management
\#* Kathy Hoff - Administrative Services
Deb Hoffman - Educational Effectiveness
Margery Maidman - Educational Services
Donna Pfeilsticker - Educational Effectiveness
\# Martha Reeves - Educational Services
Jane Tramm - Educational Effectiveness

Accountant
Celine Horn

Secretaries
Jean Bruemmer
Carla Date
\+ Kathy Larson
Bernie Lundgren
Lou Sisson
Judy Trombley

* Editor, Annual Report
\+ Layout, Annual Report
\# Photos

Publications

Annual Class Size Study, 1985-86: A Report of Class Size Patterns in Region 11 for the 1985-86 School Year, December, 1985.

Annual Staffing Study, 1985-86: A Report of Staffing Patterns in Region 11 for the 1985-86 School Year, December, 1985.

Annual Finance Study: A Report of Selected Revenues and Expenditures in Region 11 for the 1984-85 School Year, February, 1986.

Central Minnesota Annual Finance Study: A Report of Selected Revenues and Expenditures for the 1984-85 School Year, April, 1986.

Metro Area School Districts' Composite Calendar, 1986-87, May, 1986.

1985-86 Coordinators' Survival Calendar, September, 1985.

Quality Indicators for Programs for the Emotionally Disturbed, November, 1985.

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ECSU

Educational Cooperative Service Unit
of the Metropolitan Twin Cities Area

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